Resource Output

- Build on equitable efforts of data collection
- Gain insight into how equity is being incorporated into, and prioritized by your public health and safety partnership

Purpose

Listed below are examples of indicators you can incorporate into your partnership's operations, performance measures, and evaluations to build on equitable efforts of data collection. There are examples of indicators measured by count, percentage, frequency, and depth/level of integration. These are only examples. You may want to consider measuring these or similar indicators in other ways. It is recommended that you measure in terms of frequency or depth/level of integration when appropriate, as these indicators may provide more insight into how equity is being incorporated into, and prioritized by your public health and safety partnership.

If time permits, it is highly encouraged to complete and reflect on the JEDI Continuum Worksheet and JEDI Discussion Prompts on Equity to ground your public health and safety partnership in the knowledge and understanding of Diversity, Equality, Inclusion, Equity, and Justice.
**Example Indicators**

### Diversity

Diversity refers to the ways in which people, and groups of people, differ from one another. It includes all the characteristics that make us different, which are usually based on identities such as race, gender, religion, sexual orientation, ability, language, education, socioeconomic status, and so on. Diversity also refers to differences in perspectives, beliefs, and values. Based on these differences, we may experience systemic advantages or face systemic barriers to opportunity.

<table>
<thead>
<tr>
<th>Indicator</th>
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<tbody>
<tr>
<td>% of public health and safety members from historically marginalized backgrounds</td>
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<tr>
<td>% of public health and safety members who demographically reflect community groups disproportionately affected by opioid overdose</td>
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<tr>
<td>% of public health and safety members who work directly with affected communities</td>
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<tr>
<td># of public health and safety members with lived experience of opioid overdose</td>
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<tr>
<td># of public health and safety members who grew up or live in neighborhoods disproportionately affected by opioid overdose</td>
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### Equality

Equality means providing everyone with the same opportunity and resources, regardless of background, context, or starting point. It has to do with guaranteeing that all people are treated in the same way no matter what their identities are.

<table>
<thead>
<tr>
<th>Question</th>
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<tbody>
<tr>
<td>How often are equity resources made available to all public health and safety members? (E.g. never, rarely, sometimes, frequently, always)</td>
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<tr>
<td># public health and safety partnership-wide policies/practices that address equity</td>
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<td>How often do partnership meeting agendas incorporate health equity/equity as a standing agenda item for all members to address? (E.g. never, rarely, sometimes, frequently, always)</td>
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Inclusion has to do with intentionally and authentically fostering a sense of belonging among diverse groups of people. This involves bringing traditionally marginalized individuals or groups into processes, activities and decision-making, sharing power, and amplifying the voices of those who experience more barriers based on their identities. It means recognizing the dignity of all and valuing individuals’ unique qualities and strengths.

How often are meetings with community members provided in another language spoken within affected groups? (E.g. never, rarely, sometimes, frequently, always)

How often do community residents from affected groups participate in public health and safety partnership planning meetings? (E.g. never, rarely, sometimes, frequently, always)

How often does the partnership meet with a community advisory board? (E.g. never, rarely, sometimes, frequently, always)

To what extent does partnership leadership directly solicit input from members of affected communities? (E.g. hearing from affected communities is central to how we operate vs. we occasionally solicit feedback from affected communities vs. feedback from affected communities is non-existent in our daily operations)

Equity means that everyone, no matter who they are or where they come from, has the opportunity to thrive (and not just survive). This requires removing barriers to health and wellbeing, such as poverty, discrimination, or lack of access to safe housing, as well as repairing systemic injustices across systems. Racial equity means that one’s racial identity does not predict one's health, social, or economic outcomes.

% of public health and safety members who have participated in a health equity or diversity, equity, and inclusion training
# of policies, practices, or decisions that have incorporated community wisdom and lived experiences

# of community residents from affected groups who have participated in public health and safety partnership decision-making processes

% of public health and safety partnership data reports that incorporate at least one social determinant of health in data analysis

% of public health and safety partnership data reports that stratify data across demographic groups, e.g. race, zip code, language

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<table>
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<tr>
<th>Diversity</th>
<th>Equality</th>
<th>Inclusion</th>
<th>Equity</th>
<th>Justice</th>
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Justice is the condition when people of all backgrounds are systematically treated with dignity and fairness. It occurs when all individuals’ inherent worth and value is recognized at the level of institutions, policies, and individuals and results in equitable opportunities and outcomes for all. Justice refers to the dismantling of barriers. However, justice is not just the absence of inequity but the presence of intentional systems, policies, and practices that serve to maintain equity and prevent future inequities.

How often are root cause analyses conducted? (E.g. never, rarely, sometimes, frequently, always)

# of data-sharing agreements between agencies

# of multi-sector, long-term initiatives developed

How often are public health and safety partnership meetings/hours spent on community engagement planning and implementation? (E.g. never, rarely, sometimes, frequently, always)

How central are partnerships with community leaders/groups working in affected communities to our operations as a public health and safety partnership? (E.g. partnering
with community is central to our operations vs. involving community members is peripheral to our work

How often does our public health and safety partnership share data or evaluation results with community-based partners? (E.g. never, rarely, sometimes, frequently, always)

# of evaluation indicators or performance goals that incorporate equity or justice

% decrease in health inequities/outcomes among historically marginalized groups

**Take-Aways and Next Steps:**

- Reflect on the above examples to identify which indicators may be of most interest to your public health and safety partnership or that might be the easiest for incorporating into your performance monitoring plan.
- Consider the measurement and monitoring of these metrics and how your public health and safety members collectively and individually embody JEDI principles.
- There are countless opportunities and ways to incorporate equity into your work, whether you are just beginning to learn about equity or are a seasoned expert. Use these metrics to help you identify equity action steps for your public health and safety partnership.
Space for your public health and safety partnership to brainstorm and note down ideas for next steps and activities to move forward: